

POSITION DESCRIPTION

Position Title:	Broadacre Cropping Manager
Reports to:	Operations Manager & Portfolio Manager
Job Type:	Full-time
Location:	Dalby, NSW

ABOUT US

Impact Ag Partners is an agricultural real asset management company who identifies value opportunities in real asset markets and delivers annual cash yields from the operations. We partner with investors through separate managed accounts to make direct investments in agricultural assets. Impact Ag Partners have over \$600 AUM across Australia and North America including 500,000 acres of farm and ranch land.

Impact Ag Partners currently comprises a dynamic and growing team of staff – head office staff, providing asset management and analyst support, as well as staff who are remotely located and manage agricultural properties and associated business enterprises. The team works well and is tightly knit; the culture of our company is grounded in a strong ethical framework, with staff ensuring that the company's processes and outcomes are efficient, effective, and fit for each client's needs.

NATURE AND SCOPE

The Broadacre Cropping Manager is primarily responsible for the management, coordination, and execution of operational and strategic plans of all farm operations including the day-to-day farm operations, planning and operational administration, livestock and cropping production while managing employees and contractors in compliance with all relevant strategic plans, policies, procedures, legislation, and regulations.

The Broadacre Cropping Manager will contribute to the investor's objectives by being open to innovative ideas and thought-provoking leadership, while executing the investor's strategic plan and vision.

KEY RESPONSIBILITIES:

The duties associated with position include the following:

- Responsible for implementing, managing, and supervising all farming operations to drive business success, optimise farm performance, and achieve strategic outcomes.
- Liaise with directors, advisors, and consultants in the process of developing strategic and operational plans.
- Execute and manage operational and strategic plans.
- Communicate regularly with and manage the workload and performance of farm employees or contractors to ensure tasks are performed in a safe and efficient manner.
- Provide farm management skills, participate in the day-to-day requirements of the operation, assist all colleagues, and be responsible and accountable for all individual decisions and actions taken on the property.

Property

- Ensure timely organisation and implementation of the servicing, repair, and maintenance of the plant equipment with priority to ensure a high availability and reliability in conjunction with the farm management.

- Management of infrastructure development, improvements, and maintenance of existing infrastructure to support operations.
- Maintain and repair farm buildings, bores, fences, machinery, troughs, tools, vehicles and other equipment.
- Monitor and ensure the maintenance of the property surrounding the residence.

Pasture/Fodder

- Adopt and implement rotational grazing and pasture management techniques.
- Liaise with contractors, suppliers, and agronomic consultants to develop and carry out strategic plans
- Ensure these activities are in accordance with business plans and manage contractors carrying out related works.

Policies

- Adherence to the highest levels of animal welfare and husbandry practices, OHS, environment and regenerative agricultural practices and procedures.
- Assist with development of OHS operating practices and procedures across all operations, conducting safety inspections & risk assessments.
- Complying with all Impact Ag Partners policies, as implemented, varied, or replaced from time to time.

Records

- Responsible for record keeping including monthly management report, crop and livestock performance, rainfall, and OHS incidents and reporting.
- Responsible for the management of all farm software programs, including Agworld software program.
- Contribute to the development and manage property budgets and records relating to farming operations including Xero accounting software.
- Provide monthly and quarterly updates, forecasts and analysis of operations and activities.

Stock

- Prepare livestock for market and transportation
- Implement plans and perform tasks relating to animal husbandry such as drenching, weighing, inoculating and marking:
- Keep accurate monthly stock report

Staff Management

- Planning of tasks, monitor progress and performance, work to resolve day to day issues, lead staff or contractors in compliance with all organisational policies, procedures, legislation, regulations, and operational plans.
- Establish and maintain relationships with stakeholders for the purposes of development and implementation of operational plans.
- Focus on building a strong, respectful culture among those involved in the operations of the business.

Other

- Complying with all lawful and reasonable directions of Impact Ag Partners.
- Not engaging in any unlawful conduct in the course of your employment, while at work premise or when using Impact Ag Partners resources.

In addition to the duties outlined above, you are also required to perform such other duties as may be directed by your supervisor or management provided these are within your competency or training.

PERFORMANCE GOALS

- Execution of the investors business and strategic plan.
- Openly demonstrating performance to advocate for the company and investor objectives.
- Adherence to the highest levels of animal welfare and husbandry practices, OHS, environment and agricultural practices and procedures.
- Manage and build a team culture of farm employees or contractors in compliance with all relevant policies, procedures, legislation, and regulations.
- Open to innovative ideas and thought-provoking leadership by implementing system and practice changes.

SKILLS AND EXPERIENCE:

- Extensive experience in large scale farm management with a focus on broadacre cropping and livestock production.
- An ability to motivate and inspire others and encourage productive change and progress.
- Excellent communication, leadership, and coaching skills.
- Strong budgeting, financial planning, and reporting skills.
- Demonstrated practical understanding and commitment to legislative obligations including animal welfare, environment and work, health and safety.
- Tertiary education in agriculture or relevant industry experience.
- Computer literacy skills.
- A current Australian Drivers Licence.

DESIRABLE

- RCS Farming and Grazing for Profit
- Knowledge of Agworld software system and Xero accounting software